

THE CRC NEWSLETTER

COMMUNITY RELATIONS COUNCILS

Promoting harmony & respect among a diverse citizenry of our state



South Carolina Human Affairs Commission
www.schac.sc.gov

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SC Pregnancy Accommodation Act

The State of South Carolina officially passed the Pregnancy Accommodation Act on Thursday, May 17, 2018, when Governor Henry McMaster signed the bill. The South Carolina Pregnancy Accommodations Act (HB 3865) will, among other things, require employers to notify employees of their right to be free from discrimination on the basis of pregnancy, childbirth, or related medical conditions. The bill went into effect immediately in regards to all new employees and must be satisfied no later than September 14, 2018 for all existing employees. The Pregnancy Discrimination Act (PDA) forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other terms or conditions of employment.

Because the statutory language has caused some confusion by creating two compliance deadlines, the South Carolina Human Affairs Commission's General Counsel has confirmed that for enforcement purposes, the agency will not require compliance for new hires and employees until September 14, 2018.

Intent of Bill:

It is the intent of the General Assembly by this act to combat pregnancy discrimination, promote public health, and ensure full and equal participation for women in the labor force by requiring employers to provide reasonable accommodations to employees for medical needs arising from pregnancy, childbirth, or related medical conditions. Current workplace laws are inadequate to protect pregnant women from being forced out or fired when they need a simple, reasonable accommodation in order to stay on the job. Many pregnant women are single mothers or the primary breadwinners for their families; if they lose their jobs then the whole family will suffer. This is not an outcome that families can afford in today's difficult economy.

SCHAC is providing access to the EEOC fact sheet to help employees and employers understand the complex issues surrounding pregnancy discrimination. For more information please visit our website at: <http://www.schac.sc.gov/Documents/SCHAC%20Poster.pdf>



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Current CRCs:

Columbia, West Columbia, Lee, Allendale, Hampton, Beaufort, Jasper, Berkeley, Myrtle Beach, Georgetown, Lancaster, Rock Hill, Greenwood, Greenville, Anderson, Laurens, McCormick, Aiken

Past and Upcoming Summer CRC Events

Allendale County Community Relations Council

Friday, June 29, 2018

The Allendale County Community Relations Council hosted an event called the “Community Table Potluck” on Friday, June 29, 2018. Rev. Warren Murdock was the guest speaker. The event’s purpose was to promote community unity and disband diverse barriers in Allendale County. Youth groups from churches within the Allendale and Lexington communities were in attendance. Guests were encouraged to participate and bring infamous dishes from Grandma’s recipes. The event hosted in all a total of about 60 people.

City of Rock Hill Community Relations Council

Sunday, July 29, 2018

The City of Rock Hill Community Relations Council will host its 2nd Annual City of Rock Hill CRC Retreat on Sunday, July 29, 2018. The council has invited Dr. Jennifer Gunter, Director of the South Carolina Collaborative on Race and Reconciliation, to speak at the retreat. Dr. Gunter is also the facilitator for the Welcome Table at USC Columbia. The retreat is scheduled to begin at 2pm.

Annual Event Calendar for COMMUNITY RELATIONS COUNCILS

January

MLK/Interfaith Awareness

February

African American History

March

Women’s History/End Racism Day

April

Fair Housing

May

Law Enforcement/
Community Relations

June

Disaster Preparedness/Emanuel 9
Remembrance Day, Peace & Reconciliation

July

Employment Discrimination/
Economic Opportunity

August

Youth Project/Back to School

September

Hispanic Heritage/
Cultural Diversity

October

Disability Employment Awareness

November

American Indian Heritage/
Veterans’ Appreciation

December

Aging & Poverty Issues